

**MINUTES OF THE REGULAR MEETING OF THE
BOARD OF SELECTMEN
SEPTEMBER 18, 2013**

Present: First Selectman Edward G. McAnaney, Joanne Sullivan, Eileen Moncrief, Brian Fitzgerald. Selectman Timothy Reynolds was absent. First Selectman McAnaney called the meeting to order at 7:00 p.m.

Minutes: Selectman Moncrief requested a wording change in the meeting minutes. Selectman Moncrief made a motion to accept the September 4, 2013 minutes of the regular meeting of the Board of Selectmen as amended. Vote 4-0 in favor.

Public Comment:

Resident Jack Muska of 42 Russell Avenue commented on three items on the Agenda. Regarding agenda item 7 – Employment in Multiple Capacities: He thought that the policy change targets DPW and Highway workers since their staff has been reduced to 7 employees. Mr. Muska is in favor of using known employees who take part in random drug screenings and have CDL licenses.

Regarding agenda item 8 – Vacation Policy amendment: Mr. Muska is in favor of continuing to allow the First Selectman flexibility in awarding vacation time. In the recent hiring of the facilities manager the offered salary was less than the industry standard salary for professionals with similar qualifications. Additional vacation can help make up the difference.

Regarding the Executive Session for Legal Matters: Mr. Muska suspected that the matter was regarding Preferred Electric. He stated that he was deposed on September 6th regarding the case. He mentioned the dispute was over \$5400 unpaid bills for work completed in 2008. The Town has used the installed electrical boxes on the Green and the litigation cost is estimated to be between \$30,000 to \$50,000. He said it is time to settle the matter before it goes to trial.

Resident Rob Michalman of 719 East Street South attended to speak not only as the Chairperson for the social services commission, but also as a taxpayer, a parent of young children, and an experienced community action agency employee of 12 years who has made a career out of working with both juvenile and adult offenders. Mr. Michalman read a letter in which he spoke in favor of refilling the position of Youth Service Director (YSD) as soon as possible. Current research, which is heavily supported by youthful offender and recidivism statistics as well, shows that early intervention with our youth, especially those that are at-risk, is the most effective way to change a negative life path to a positive one. In a nutshell, this is the primary role and responsibility of Suffield's Youth Services Director. There is a school social worker who is a highly trained individual whose responsibility is to an entire student body, essentially within the confines of the school. Having to divide their time as best they can among hundreds of students, mitigate crisis when possible, and deal with all sorts of paperwork and constant meetings. In the end, when a youth is in need of additional help, they need to be able to refer them and their family to our town's Youth Services Director for more intensive and ongoing intervention. The YSD works all hours and provides team building, mental health and behavioral health services and coping skills.

He stressed that the YSD position should be refilled without delay since early intervention is the key to success, when the goal is mitigating risky behavior with our town's youth, and keeping Suffield's residents safe and supported.

James Richardson spoke as an employee of the Highway Department for the past 24 years. He spoke about agenda item 7 Employment in Multiple Capacities. He is in favor of continuing to use in-house personnel for snowplowing. He noted that some police and ambulance workers do plow and they can respond to emergency calls if necessary. He said that it will be hard for the Town to find people who are willing to work 24-30 hours for the rate of \$27 per hour.

Tom Frenaye 49 Warnertown Road. Mr. Frenaye shared a letter with the Selectmen regarding questions concerning the IT Virtualization project approved by the Board of Selectmen at the September 4th meeting. Mr. Frenaye stated that the agenda of September 4th was not clear since it was listed as Storage and Virtualization Project Approval. The project was already in the budget passed by the Town in May. He also noted that the Selectmen approved transferring money (\$60,000 from five other projects) at that meeting. He thanked the IT Director for providing him with the items he requested in a timely manner. He questioned why the Town was not buying equipment through the State of CT contracts as well as why the RFP was developed in-house with the company who ultimately got the contract. Mr. Frenaye said it was his opinion that the location for the secondary server should be at the schools and not the Police station. He also said it was not clear whether or not the project addresses improvements recommended by auditors. He asked the Board to look into these items before they finish executing the contract.

Resident Kathy Dunai of 1510 North Stone Street was in attendance to discuss Employment in Multiple capacities. She stated that Town should consider keeping dual employment. She had worked in two positions successfully for 17 years. Ms. Dunai stated that for jobs like election support, and police records which are only a few hours it makes sense to have current employees perform those duties.

Tax Rebates:

Selectman Fitzgerald made a motion to approve the tax rebates as recommended by the Tax Collector and printed on the agenda: Armstrong, Brett or Margo, \$10.87; Bjorkland, Donald or Marian, \$7.82; Devanney, Christopher, \$72.71; Gardner, Richard \$276.32; Honda Lease Trust, \$65.47; Ladizki, Beverly, \$77.26; Marcotte, Jerry or Wendy, \$21.43; Marcotte, Jerry or Wendy, \$13.73; Osowiecki, Donald, \$21.08; Peterson, D L Trust, \$530.97; Schindley, James or Whitney, \$55.71; Stone, M Thomas, \$7.67; Terlesky, Peter, \$100.26; Toyota Motor Credit, \$221.10; US Bank NA, \$118.30; USB Leasing, \$266.80; Waters, Erin, \$6.22; West Side Farm, LLC, \$91.58; West Side Farm, LLC, \$86.44; Zumwalt, Debra or Jones Robert, \$6.04; **TOTAL \$ 2,057.78** Vote 4-0 in favor.

Youth Service Director Position

First Selectman McAnaney stated that the Youth Service Director (YSD) Peter Black is retiring. The First Selectman wanted to discuss the future of the position. He passed out

a letter regarding the position from Peter Black and the job description to the Selectmen. He noted that Mr. Michalman argued for the need for the position in the Public Comment segment of the meeting. Mr. McAnaney felt there were many reasons to continue the position and felt that it was money well spent. Selectman Moncrief questioned why there was a consideration of not filling the position. She stated that the YSD is an important behind the scenes resource to youth and families in Town. Selectman Sullivan said that the Town needs the position more than ever to serve the families of Suffield. Selectman Fitzgerald was surprised to hear of Mr. Black's retirement and agreed that the youth in Town need these services. First Selectman McAnaney agreed that the YSD position be filled. He suggested that the Social Service Commission assist in finding potential candidates and hiring. Selectman Moncrief recommended that the Juvenile Review Board should also be included in the hiring process. There was also discussion about budgeting and the possible need for an assistant. The First Selectman noted that there are two grants awarded annually for Youth Services, one for \$14,000 for salary offset and one for \$5,000 to be used for programs. The Board agreed to press ahead to find a replacement. Selectman Fitzgerald suggested that the position be posted before Mr. Black leaves.

Reappointments

Selectman Moncrief made a motion to reappoint Leeayn Burke to the Parks & Recreation Commission through August, 2016.

Selectman Fitzgerald made a motion to reappoint Glenn Neilson to the Building Code Board of Appeals through June, 2017.

Selectman Sullivan made a motion to reappoint Glenn Neilson to the Conservation Commission through June, 2017.

Selectman Moncrief made a motion to reappoint Arthur Christian to the Conservation Commission through June 2017.

Selectman Fitzgerald made a motion to reappoint George Dalrymple to the Ethics Commission through June 2017.

Selectman Sullivan made a motion to reappoint Kathy Remington to the Housing Authority through June 2017.

Selectman Moncrief made a motion to reappoint Renee Pacewicz to the Zoning Board of Appeals through June 2016.

Selectman Fitzgerald made a motion to reappoint Alex Fraser to the Cable Advisory Council through June 2017.

Vote 4-0 in favor.

The Board also discussed asking the Housing Authority to attend the next meeting to discuss their issues, etc.

Selectman's Update

First Selectman McAnaney has scheduled an Informational Meeting for Congamond Lakes Waste Water Management Study at 7 p.m. on Wednesday, 9/25/13 at Ebb's Corner Fire Station. There will be a presentation by Stephen McDonnell of WMC Consulting Engineers of Newington CT followed by discussion. Letters are being sent to

the homeowners of Lake properties based on lists provided by the WPCA. Selectman Fitzgerald asked that the Lake Associations also be notified.

Joyce Feeney, Director of Human Resources has resigned her position effective October 4, 2013. The First Selectman stated that Ms. Feeney gave three week notice on Monday that she was resigning. Selectman Fitzgerald said that her resignation was unfortunate and that Ms. Feeney has been a great asset to the Board of Selectmen and to the Town. First Selectman McAnaney said that her position will be advertised tomorrow. He noted that the position is needed and the consolidation and merger of the position with the school system is a future consideration.

Discussion turned to the topic of the merger of the Finance functions. First Selectman McAnaney explained that Blum Shapiro is working on a presentation by the end of October. He will ask them to present their findings to the Board of Selectmen when complete. Selectman Moncrief suggested contacting Connecticut Conference of Municipalities (CCM) and Council of Small Towns (COST) for any assistance they can provide. First Selectman McAnaney said that they have reached out to those groups and there is no easy roadmap and mergers have happened on a Town by Town approach.

Approve Policy Regarding Employment in Multiple Capacities

A copy of the policy regarding employment in multiple capacities was distributed to the Selectmen. The First Selectman noted that there was much public comment regarding the employment in Multiple Capacities. He suggested that the Selectmen read it over. First Selectman McAnaney said that there could be pension liabilities and he would invite Labor Counsel to attend the next meeting to discuss it. Selectman Moncrief suggested tabling the item to read and think it through. She also requested a list of those employees with multiple jobs to find out how many there are. Selectman Fitzgerald suggested sending the Public Comments to the Labor Attorney. Selectman Moncrief said that the Department of Labor is strict on wage and hour issues. First Selectman McAnaney added that the situation has become more legalistic. Selectman Sullivan believes that we should use Town employees rather than subcontractors.

Vacation Policy Amendment

First Selectman distributed the vacation policy with suggested changes noted. He stated that there has been a problem with pro-rating vacation entitlement and this policy change should clear that up. Discussion followed regarding which employees were covered under this policy. Selectman Fitzgerald suggested having the Labor Attorney discuss this matter when he attends the next Board of Selectmen meeting. The Selectmen agreed to table the matter.

Selectman Fitzgerald made a motion to adjourn to Executive Session for the purpose of discussing a legal matter in litigation. Vote 4-0 in favor.

Executive Session convened at 7:59 p.m. and adjourned at 8:30 p.m.

There being no further business, Selectman Fitzgerald moved that the meeting adjourn.
Vote 4-0 in favor. Meeting was adjourned at 8:30 p.m.

Next Board of Selectmen Meeting will be Wednesday, October 2, 2013.

Lisa Trase
Recording Secretary